

MEMORANDUM OF UNDERSTANDING

THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948 FEDERAL WAY PROF TECH CHAPTER #717 AND THE FEDERAL WAY SCHOOL DISTRICT #210.

This Memorandum of Understanding is intended to address the parties' shared interest in completing a market mid-point analysis of any and all comparable, currently staffed positions in the prof tech unit. This process entails reviewing salary and job descriptions in comparable school districts, as identified by the parties.

The parties recognize that it has been historically difficult to complete a market mid-point analysis of this unit in a timely manner, due in part to challenges resulting from the impact of the COVID-19 pandemic beginning in March 2020. To ensure this process is completed prior to the negotiations for the successor collective bargaining agreement in 2025, the parties intend to set forth a mutually agreed upon understanding and timeline for completing the requisite steps for a market mid-point analysis.

The District and Union therefore agree as follows:

1. The parties agree to meet by January 31, 2023, for the purposes of determining what school districts will be considered comparable school districts for purposes of completing the market mid-point analysis. Factors to consider in determining which school districts are comparable include the size, location, and regionalization of the neighboring school districts.
2. The parties will make every effort to reach agreement regarding which school districts are considered comparable. If the parties are unable to reach mutual agreement, then the District will utilize the school districts that have historically been considered comparable by the parties: Auburn, Bethel, Clover Park, Highline, Kent, Puyallup, and Renton.
3. The market mid-point will be determined by finding the average salary and job descriptions of the comparable positions within the comparable school districts, by averaging the low and high salaries and then finding the average of that value across the comparable districts.
4. The District agrees to complete the market mid-point analysis by August 31, 2024, reflecting that the analysis will be completed during the second year of the current collective bargaining agreement between the parties.
5. The District will share the results of the market mid-point analysis with the Union, and the parties will use the results to inform negotiations for the successor collective bargaining agreement beginning in 2025.

PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON/SEIU LOCAL 1948

FEDERAL WAY PROF TECH CHAPTER #717

FEDERAL WAY SCHOOL DISTRICT #210

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DATE: 2/24/2023

BY:  _____
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DATE: 2/22/2023